



General Assembly

***Substitute Bill No. 5860***

*January Session, 2001*

***AN ACT CONCERNING FAMILY AND MEDICAL LEAVE.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 5-247 of the general statutes is repealed and the  
2 following is substituted in lieu thereof:

3 (a) Each appointing authority shall grant [, on account of illness or  
4 injury,] to each full-time employee in a permanent position in the state  
5 service who has furnished satisfactory proof of [such] (1) illness or  
6 injury to the employee or to a child, spouse or parent of the employee,  
7 or (2) the birth or adoption of a child of the employee, such sick leave  
8 with pay as has accrued to [his] the employee's credit at the rate of one  
9 and one-quarter working days for each completed calendar month of  
10 continuous full-time service which may be computed on an hourly  
11 basis. Hourly computation of sick leave shall not diminish benefit  
12 entitlement. On or before October 1, 1980, the Commissioner of  
13 Administrative Services shall adopt regulations, in accordance with  
14 chapter 54, concerning the accrual, prorating and granting of sick leave  
15 with pay to other employees in the state service and extending sick  
16 leave with pay or with part pay for longer periods to full-time  
17 permanent employees disabled through illness or injury. Such  
18 regulations shall specify that such other employees are entitled to use  
19 any accumulated sick leave upon the birth or adoption of a child of  
20 such employee, or upon the illness or injury of a child, spouse or  
21 parent of such employee. Each such employee who retires under the

22 provisions of chapter 66 shall be compensated, effective as of the date  
23 of [his] retirement, at the rate of one-fourth of such employee's salary  
24 for sick leave accrued to [his] such employee's credit as of [his] such  
25 employee's last day on the active payroll up to a maximum payment  
26 equivalent to sixty days' pay. Such payment for accumulated sick leave  
27 shall not be included in computing retirement income and shall be  
28 charged by the State Comptroller to the department, agency or  
29 institution in which the employee worked.

30 Sec. 2. Subsection (a) of section 5-248a of the general statutes is  
31 repealed and the following is substituted in lieu thereof:

32 (a) Each permanent employee, as defined in subdivision (21) of  
33 section 5-196, shall be entitled to the following: (1) A maximum of  
34 twenty-four weeks of family leave of absence within any two-year  
35 period upon the birth or adoption of a child of such employee, or upon  
36 the serious illness of a child, spouse, [or] parent or grandparent of such  
37 employee, provided in the case of a grandparent, the grandparent is  
38 the employee's next of kin; and (2) a maximum of twenty-four weeks  
39 of medical leave of absence within any two-year period upon the  
40 serious illness of such employee. Any such leave of absence shall be  
41 without pay. Upon the expiration of any such leave of absence, the  
42 employee shall be entitled (A) to return to the employee's original job  
43 from which the leave of absence was provided or, if not available, to an  
44 equivalent position with equivalent pay, except that in the case of a  
45 medical leave, if the employee is medically unable to perform the  
46 employee's original job upon the expiration of such leave, the  
47 Personnel Division of the Department of Administrative Services shall  
48 endeavor to find other suitable work for such employee in state  
49 service, and (B) to all accumulated seniority, retirement, fringe benefit  
50 and other service credits the employee had at the commencement of  
51 such leave. Such service credits shall not accrue during the period of  
52 the leave of absence.

53 Sec. 3. Subsection (b) of section 5-248a of the general statutes is  
54 repealed and the following is substituted in lieu thereof:

55 (b) The leave of absence benefits granted by this section shall be in  
56 addition to any other paid leave benefits and benefits provided under  
57 subdivision (7) of subsection (a) of section 46a-60 which are otherwise  
58 available to the employee. Nothing in this subsection shall be  
59 construed to prohibit a permanent employee from electing to  
60 substitute any other accrued paid leave benefits for any part of the  
61 twenty-four-week period of unpaid leave granted by this section.

62 Sec. 4. Subdivision (7) of section 31-51kk of the general statutes is  
63 repealed and the following is substituted in lieu thereof:

64 (7) "Parent" means a biological parent, foster parent, adoptive  
65 parent, stepparent, [or] legal guardian of an eligible employee or an  
66 eligible employee's spouse, [or] an individual who stood in loco  
67 parentis to an employee when the employee was a son or daughter or  
68 a grandparent of an eligible employee, provided the grandparent is the  
69 eligible employee's next of kin.

70 Sec. 5. This act shall take effect July 1, 2001.

**APP**      *Joint Favorable Subst.*